Assumptions:

The competencies of registered nurses are defined based on the following assumptions:

1. Competency can be categorized into many levels according to the difficulties and complexities of the practice settings and clients’ problems.
2. Registered nurses are capable of providing nursing care and service to patients of all ages, whether ill, healthy, or at risk. Nurses can work in all healthcare facilities: Primary, Secondary, and Tertiary. They possess a breadth of knowledge in the treatment of and preventive measures for patients with diseases or illnesses that are major problems in the country. They also possess skills in the care of non-complicated cases, promotion of health, prevention of diseases, and the care of patients in acute state or with chronic conditions. They have knowledge and basic skills in providing care in critical or emergency situations and in midwifery.
3. The skills and knowledge of registered nurses can be further developed and improved through experience, and with the programs and studies outlined by each organization.

Definition and Components of Competencies of Registered Nurses

The competency of registered nurses means that knowledge, ability, and attitudes that enable nurses to practice with safety and responsibility within the scope of their profession while being effective team members, maintaining personal and professional development, and above all, striving to be decent members of society. These competencies can be categorized into 8 aspects:

1. Ethics, Code of Conduct, and the Law
2. Core Nursing and Midwifery Practices
3. Professional Characteristics
4. Leadership, Management, and Quality Improvement
5. Academics and Research Competencies
6. Communication and Relationships
7. Information Technology
8. Social Competency

Aspect One: Competency in Ethics, Code of conduct, and the Law

Registered nurses demonstrate knowledge and an understanding of the theories and principles of virtue, ethics, codes of professional conduct, religion, culture, human rights, consumer rights, children’s rights, patients’ rights, general principles of law, the National Health Act, the Mental Health Act, the Health Security Act, the Health Care Act, the Health Care Facility Act, the Nursing and Midwifery Profession Act, and other relevant acts. They are aware of the scope of nursing practices, regulations related to the limitations and conditions of nursing and midwifery professional practices and other related professions. Registered Nurses are sensitive to ethical and legal issues, while still being capable of making moral decisions and incorporating morality into their nursing practices appropriately, as described below:

1. Be aware of one’s own values and beliefs and not judge others based on these values and beliefs. Provide nursing care with respect to client’s values and beliefs as well as human dignity.
2. Realize one’s own limitations; be able to consult the appropriate expert. Never take risks which may adversely affect patients.
3. Be accountable for all outcomes of personal nursing practices.
4. Assist patients/clients in becoming informed of their rights and to understand them.
5. Take appropriate actions to protect patients/clients who are vulnerable to violation of rights and immoral and unethical practices.
6. Be capable of analyzing ethical issues and making ethical decisions appropriately in uncomplicated health care situations.
7. Perform nursing care with kindness and compassion, taking into consideration the optimal benefits of clients, the professional code of ethics, and laws and relevant regulations.

Aspect Two: Core Nursing and Midwifery Practices

Registered nurses are able to integrate concepts, the science of nursing, as well as related sciences and the art of nursing in basic nursing practices for safe, efficient, and quality holistic nursing care delivery through nursing processes, evidence-based
information, ethics, and professional codes of ethics by taking into consideration the individual in terms of health promotion, disease prevention, nursing therapeutic, and rehabilitation for clients across age groups and in any health status (healthy, at risk, acute, critical, or chronic), particularly illnesses that are the significant national and community problems.

1. Knowledge of, and ability in, the nursing process

   Registered nurses are knowledgeable and capable of providing care for clients of all age groups and in every state of health (ill, healthy, or at risk), as well as appropriately promoting health and preventing or resolving illnesses that are major problems of the country.

1.1 Assess a patient’s condition by utilizing assessment techniques suitable to each individual and his or her culture and health status. Derive from suitable source information necessary for providing nursing care holistically (physical, mental, intellectual, and social aspects).

1.2 Assess health risks and health promotion factors, including those concerning the individual, the physical environment, as well as social and cultural factors.

1.3 Analysis of data and synthesis of the nursing diagnosis based on data and diagnostic principles through the critical thinking process.

1.4 Formulate a nursing care plan using information and empirical knowledge, and by setting a clear goal/outcome. Engage patients, families/caregivers in planning practical and specific plans to suit the individual, society, and the cultural context.

1.5 Perform nursing interventions congruent with nursing diagnoses and care plans through nursing and relevant knowledge, and evidence-based, nursing practice techniques according to academic principles appropriate for clients and their families, including self-care promotion, safety, and appropriate local wisdom to achieve nursing goals.

1.6 Evaluate nursing interventions in accordance with the goal/outcome in a timely manner and continuously from the time of receiving the patient for care until reaching the goal/outcome or when the patient can take care of him/herself.

1.7 Record nursing care practice accurately, completely in timely manner according to nursing processes.
2. Knowledge and ability in health promotion and disease prevention

Registered Nurses are knowledgeable in the principles, strategies, as well as the means of health promotion, empowerment, and behavior modification. They are also capable of managing health promotion, disease and illness prevention across age groups, life cycle and conditions, enabling clients to be self-reliant in healthcare at individual, family, group, and community levels.

2.1 Assess growth and development of the individual by using appropriate means. Assess health risk factors. Diagnose health and nutrition conditions, growth and development status, and state of risks concerning diseases and illnesses throughout life cycle that are a major issue of the country. Develop an appropriate health promotion plan for the individual and his or her family.

2.2 Implement principles of health promotion, health education, behavior modification, and empowerment in promoting important health-related behaviors (i.e. exercise, eating, and stress management).

2.3 Provide immunization as specified by Public Health Ministry.

2.4 Provide advice in the care, as well as promotion of the growth and development of normal children, detect and correct the deviation and refer when appropriate.

2.5 Assess and diagnose families, population groups, and communities through appropriate techniques; and utilize operational approaches in the community for strengthening and building community participation so as to reduce risk factors to health and create health promotion activities;

2.6 Justify local wisdom and apply it to the prevention of illnesses and the promotion of health of individuals, families and the communities.

2.7 Initiate health promotion projects, as well as disease and illness prevention, for families, groups, and communities

3. Knowledge and ability in providing continuing care to ill clients

Registered nurses are knowledgeable in their response to the needs of individuals and families regarding physical, mental, and social aspects of health. They are capable of implementing nursing therapeutic principles in providing continuity of care to patients in acute, emergency, critical or chronic
states that are uncomplicated until they are capable of self-care or transferred to an appropriate care unit, or in the case of death. They also understand their own role in managing a public disaster.

3.1 Assess health status, risk conditions, and self-care abilities. Diagnose clients’ health status and provide safe care for clients in acute, emergency, critical or chronic states.

3.2 Implement nursing therapeutic principles and technology in alleviating symptoms, providing comfort, observing, and preventing any complications or disability and the spread of disease, as well as the promotion of rehabilitation suitable for the nature of the illness and specific for each individual.

3.3 Apply continuity of care principles and home health care principles in developing the potential of patients regarding self care.

3.4 Apply palliative care principles for terminally-ill patient and family so that he or she can pass away peacefully and with dignity.

3.5 Justify local wisdom and search for social support in providing appropriate care for patients.

4. Knowledge and ability in family nursing and midwifery

Registered nurses are knowledgeable in family theories, the physical and psychosocial stages of women during pregnancy, childbirth, and the post-natal period. They are capable of providing pre-natal care services, risk condition screening, normal delivery, care of the mother and the newborn and the family during the post natal period, and being an advocate for breast feeding and family planning services.

4.1 Utilize the nursing process in providing care for appropriate health status according to the context of clients and their families, and appropriately applying local wisdom in the care of women during pregnancy, delivery, and the post-natal period, their families, newborns in normal condition, and women at high risk and with complications.

4.2 Provide pre-natal care, screen for health risk conditions or complications, and make a referral appropriately.

4.3 Be able to assist in normal delivery and know how to perform episiotomy and repair.

4.4 Effectively promote breast feeding.

4.5 Provide assistance to physicians in performing obstetric procedures.

4.6 Provide family planning services within the scope of the profession.
4.7 Teach, advise, and give consultation about safe sex, marriage preparation, preparation for becoming parents, childbirth preparation, and care of the mother during pregnancy and labor, and care of newborns.

4.8 Promotion of bonding among fathers, mothers, newborns and family members during the pregnancy, childbirth, and postnatal period.

5. Procedures and skills/techniques of general nursing practices.
   Registered nurses possess knowledge and skills/techniques in general nursing practices. They serve patients of all ages and health status to alleviate symptoms and resolve health problems.

5.1 Perform nursing procedures in accordance with regulations of the Nursing Council concerning restrictions and conditions in nursing and the midwifery profession B.E. 2550, which are: wound treatment, wound dressing, suturing, stitch removal, abscess excision from a region which does not endanger vital organs, nail removal, wart or corn removal (cauterization), incision with removal of foreign body from a region that does not endanger vital organs using local anesthesia, and eye irrigation.

5.2 Skills and techniques of general nursing practices as specified by the Nursing Council.

Aspect Three: Professional Characteristics

Registered nurses should attain professional characteristics as follows: be trustworthy; be a good role model in health and exhibit appropriate conduct in their interaction with patients, family members, colleagues, and others; and have the ability to assess and respond to situations appropriately. These characteristics also include the continuity of self-improvement, a positive professional attitude, and expression of opinions confidently based on knowledge, analytical thinking, and good reasoning skills.

1. Professional personality
   1.1 Be trustworthy and perceived as a competent and professional nurse.
   1.2 Be responsible, honest, and self-disciplined.
   1.3 Possess analytical skills and clinical judgment.
   1.4 Possess emotional maturity and be able to control emotions and argue with reason.
1.5 Have good health practices and demonstrate an effort to reduce one’s own health risk factors.
1.6 Practice nursing care willingly and enthusiastically.
1.7 Be culturally sensitive in interaction with clients and colleagues. Be supportive of colleagues; praise them when appropriate.
1.8 Be aware of rights and duties of the nursing profession, protect one’s own rights, and be responsible within the scope of the profession.

2. Continuation of self-development
2.1 Employ self-analysis and assessment, accept criticism, and use criticism for self-development.
2.2 Seek opportunity for life-long learning and use various means and methods in learning.
2.3 Acquire nursing and relevant knowledge and apply it to work improvement.

3. Possess a positive attitude towards the nursing profession.
3.1 Be proud of oneself as a nurse and have faith in the profession.
3.2 Be a member of a professional organization, and support, cooperate with, and participate in activities of the organization.
3.3 Express opinions and provide suggestions that are useful for the profession and the operations of the organization.
3.4 Protect the interest of the public, organization, and the profession.

Aspect Four: Leadership, Management, and Quality Improvement

Registered nurses are knowledgeable in leadership theories, teamwork, basic management theories, healthcare management processes, economic principles, quality assurance, quality improvement, and application of this knowledge. They possess problem-solving skills and are able to function as effective members of nursing or multidisciplinary teams to achieve goals.

1. Leadership skills
1.1 Demonstrate leadership characteristics. Use appropriate leadership strategies in practice appropriately.
1.2 Demonstrate an ability to persuade with reasoning.
1.3 Demonstrate an ability to motivate, support, and create a healthy working environment.
1.4 Demonstrate courage in decision-making for the benefit of patients and the organization.
1.5 Seek support and cooperation from relevant parties.
1.6 Negotiate for common interests in uncomplicated situations.
1.7 Contribute to, and participate in, organizational improvement.

2. Nursing practice management and quality improvement
2.1 Be knowledgeable of and demonstrate effective management skills.
2.2 Set goals, prioritize, and formulate an action plan in order to achieve the goal appropriate for the situation and resource availability.
2.3 Evaluate performance and strive for improvement.
2.4 Possess a positive attitude and ability in quality improvement; participate in the quality assurance process for nursing practice and the organization.
2.5 Demonstrate skills in problem solving and overcoming operational and organizational challenges.

3. Teamwork
3.1 Be knowledgeable of principles of teamwork and team building.
3.2 Collaborate, consult with, and provide useful information to nursing/multidisciplinary team and other related agencies in order to achieve common goals.
3.3 Be an effective nursing team leader/shift leader/project leader. Be competent in job analysis and assignment. Function accordingly in conferences, performance monitoring and reviews, and provide suggestions in order to prevent any operational problems.
3.4 Be jointly accountable for team performance and outcomes.

4. Optimal Resource Utilization
4.1 Procure and prepare necessary materials and equipment sufficiently and readily for use.
4.2 Utilize necessary and appropriate materials and equipment according to their purposes and professional standards and with caution.
4.3 Utilize appropriate nursing practices, taking into consideration costs and added values.
Aspect Five: Academic and Research Competencies

Registered nurses are aware of the significance of research and knowledge development. They possess basic knowledge in research methods, knowledge management, application of empirical information to practices, and dissemination of knowledge to the health team and to the public.

5.1 Realize gaps in one’s understanding and ask meaningful questions which will lead to the development of knowledge in nursing practice.
5.2 Use appropriate means in searching for knowledge. Summarize main ideas from a textbook, professional articles, or simple research and apply them to nursing practices.
5.3 Synthesize knowledge from personal experience and be able to disseminate this knowledge to others.
5.4 Share knowledge and information with colleagues and concerned staff in order to improve work and resolve work-related problems.
5.5 Cooperate in research which is beneficial to patients, the organization, and society with respect to the rights of research subjects and the code of ethics of researchers.
5.6 Utilize research methods in the pursuit of knowledge to improve work.

Aspect Six: Communication and Relationships

Registered nurses possess skills in communication, presentation, effective exchange of information, interpersonal relationships, media literacy, and professional relationships.

1. Communication
1.1 Be capable of being empathic listening and forming a clear and accurate conclusion of the main idea.
1.2 Be capable of reading and summarizing the main idea from data and technical articles in both Thai and English.
1.3 Be capable of writing an accurate technical paper in Thai in accordance with professional standards and with international standards of reference.
1.4 Be capable of providing nursing and healthcare information for clients using appropriate language and media.
1.5 Possess professional communication skills. Be able to provide advice and instill a sense of trust.

2. Relationship building
   2.1 Acknowledge ideological differences and use appropriate gestures, language, and expressions.
   2.2 Interact with others with respect to individuality and equality.
   2.3 Give and receive assistance to and from others according to their ability and appropriately.
   2.4 Interact with the health care team and related personnel according to social norms.
   2.5 Engage in appropriate professional relationships.

Aspect Seven: Technology and Information Competencies

Registered nurses are computer literate; they possess skills in basic processing programs, calculation, and the collection and presentation of data. They are able to use the internet in search of information, as well as health and nursing knowledge. They are also knowledgeable in information technology, health and nursing informatics, the nursing care classification system, and the application of technology in nursing, practice, management, education, and research.

1. Have knowledge in basic work-related programs, components of information technology, health and nursing information systems, and the nursing classification system.
2. Be able to use basic computer programs necessary for nursing practices, basic analytical programs, and presentation programs in compiling, collecting, and presenting information.
3. Use electronic information networks in search of information in health, nursing, and other related fields. Be able to communicate and exchange views with, and learn from, personnel on the health team and the general public.
4. Participate in data collecting in order to set up and develop a nursing care information database.
5. Participate in information system development for organizational purposes.
Aspect Eight: Social Competency

Registered nurses are aware of social, economic, political and cultural changes. They are capable of analyzing information for the benefit of professional and social development. They participate in the development of health systems and society, while adapting to the social environment and pursuing a healthy lifestyle.

1. Follow social, economic, and political changes regularly from diverse sources to ensure information accuracy.
2. Analyze and evaluate information and changes in society, the economy, and politics.
3. Participate in the development of the health policies of the organization, local communities, the country, and professional organizations.
4. Adapt to social and cultural contexts and follow the Self-Sufficiency Economy Principle.
5. Maintain and promote national values and culture, as well as local wisdom and ways of life of communities while using good judgment in adopting diverse cultures.